

not only revolutionised the subject matter of history, they revolutionised its method. They practically created, for English students, the method of research. They showed, in action, what research was, how much intensive work had to go behind published material, they also showed how it ought to be conducted. They set a standard, they forged an instrument, they gave an example. In the Preface to *Industrial Democracy* they give an account of their own method, reminding the student that it is his primary business to find out "not the ultimate answer to the practical problem that may have tempted him to the work" but what is "the actual structure and function of the organisation about which he is interested." From the outset, therefore, he must adopt "a definite principle in his note-taking." They suggest the separate sheet and advise the putting of "a great deal of work into the completeness and mechanical perfection of note-taking, even if this involves, for the first few weeks of the enquiry, copying and re-copying his material." Before beginning the actual investigation into facts, "it is well to read what has previously been written about the subject. It is here that the voluminous proceedings of Royal Commissions and Select Committees find their real value. Their innumerable questions and answers seldom end in any theoretic judgment or practical conclusion of scientific value. To the investigator, however, they often prove a mine of unintentional suggestion and hypothesis, just because they are collections of samples without order and often

without selection "

For actual investigation into facts, three good instruments of discovery are cited—the Document, Personal Observation, and the Interview. What they say upon each of these is instructive above all, what they say on the Interview.

"The expert interviewer, like the bedside physician, agrees straight away with all the assumptions and generalisations of his patient, and uses his detective skill to sift, by tactful cross-examination the grains of fact from the bushels of sentiment,